

CODE OF CONDUCT FOR DUF'S INTERNATIONAL PROJECTS AND ACTIVITIES

1. Purpose and target group

This Code of Conduct outlines the ethical standards and principles that apply to international projects and activities funded by DUF. The code is designed to ensure that DUF staff, member organizations of DUF and their partner organizations, including staff and volunteers follow the principles during international projects and activities funded by DUF. The principles are guided by the clauses for funding from the Danish Ministry of Foreign Affairs (MoFa).

2. Principles for international projects and activities

2.1 Anti-Corruption Policy

All international activities must follow DUF's Anti-Corruption Code of Conduct which prescribes a zero-tolerance policy towards corruption. The Anti-Corruption Code of Conduct outlines the principles for personal and organizational integrity as well as the action to be taken in the event of financial irregularities in connection with the international pools of DUF funding. Further, it declares that all international projects and activities must adhere to the Anti-Corruption Clause by the Danish MoFa:

"No offer, payment, consideration or benefit of any kind, which could be regarded as an illegal or corrupt practice, shall be made - neither directly nor indirectly - as an inducement or reward in relation to tendering, award of the contract, or execution of the contract. Any such practice will be grounds for the immediate cancellation of this contract and for such additional action, civil and/or criminal, as may be appropriate. At the discretion of the Danish Ministry of Foreign Affairs, a further consequence of any such practice can be the definite exclusion from any tendering for projects, funded by the Danish Ministry of Foreign Affairs."

DUF's Anti-Corruption Code of Conduct can be found via this [link](#).

2.2 Safeguarding Policy to Prevent Sexual Harassment, Exploitation, and Abuse

DUF is committed to securing a safe environment free of sexual harassment, exploitation, and abuse. All involved actors in DUF-funded international projects and activities must follow a Do No Harm principle in which their interaction with the wider environment is analyzed and understood to avoid or mitigate negative impacts. This implies taking all reasonable steps to prevent harm, particularly sexual harassment, exploitation, and abuse from occurring; to protect people, especially vulnerable youth, and children from that harm; and to respond appropriately when harm does occur.

The clause on PSHEA set forward by the Danish MoFa must also be adhered to:

"The Danish MoFA has a zero tolerance for inaction approach to tackling sexual exploitation, abuse and harassment (SEAH2) as defined in UNSG Bulletin ST/SGB/2003/13 and the definition of sexual harassment in UNGA Resolution A/RES/73/148. The Implementing Partner, and its sub-grantees, will take appropriate measures to protect people, including beneficiaries and staff, from SEAH conducted by its employees and associated personnel including any sub-grantee staff and take timely and appropriate action when reports of SEAH arise. In the event that the Implementing

Partner receives reports of allegations of SEAH, the Implementing Partner will take timely and appropriate action to investigate the allegation and, where warranted, take disciplinary measures or civil and/or criminal action.

Any violation of this clause will be ground for the immediate termination of this Agreement."

DUFs learning platform with tools and guides to ensure preventive measures against sexual harassment, exploitation, and abuse can be accessed for free via this [link](#).

2.3 Policy for the Protection of Children and Their Rights

DUF is committed to creating a safe and inclusive environment for all children and youth. As part of our commitment to protecting children's rights, all individuals engaged in DUF-funded international projects and activities must respect and uphold the rights of children as defined in the UN Convention on the Rights of the Child.

Further, all international activities must uphold a zero-tolerance policy towards child labor by adhering to the Anti-Child Labor clause by the Danish MoFa:

"The Implementing Partner shall abide by applicable national laws as well as applicable international instruments, including the UN Convention on the Rights of the Child and International Labour Organisation conventions. Any violation will be ground for immediate termination of the Agreement."

2.4 Anti-Terror Policy

All international projects and activities must promote peace and counter conflict and terrorism. A zero-tolerance policy applies toward terrorism in all its forms, and no partnership can be made with an organization subject to sanctions imposed by the UN or the EU. Also, the anti-terror clause by the Danish MoFa must be adhered to:

"If, during the course of implementation of this Project/Programme, the Implementing Partner discovers any link whatsoever with any organization or individual associated with terrorism, it must inform the Danish MoFA immediately and explain the reasons for such transfer, including whether it was made or provided knowingly, voluntarily, accidentally, unintentionally, incidentally or by force. The Implementing Partner agrees that it and/or its implementing partners (including contractors, sub-contractors and sub-grantees) will take all reasonable steps to secure that no transaction made in relation to the Project/Programme will – directly or indirectly – benefit a person, group or entity subject to restrictive measures (sanctions) by the UN or the EU. Any violation of this clause is ground for immediate termination of the Agreement returning to the Danish MoFA of all funds advanced to the Implementing Partner under it."

3. Violation of the principles

In case of any suspicion or actual violation of the abovementioned principles, DUF's reporting tool must be used to report irregularities. The reporting tool is available via this [link](#) and all reports are kept confidential and acted upon immediately.